

Classified Personnel Council FY18

Nov. 9th, 2017

Lory Student Center – Rooms 304-306

Meeting Minutes



CLASSIFIED
PERSONNEL COUNCIL
COLORADO STATE UNIVERSITY

Members present: Stacey Baumgarn, Leah Bosch, Brian Gilbert, Kelly Hixson, Anthony King, Nicole Johnson, Derek Rau, Will Schwab, Megan Skeehan, Laura Snowwhite, Kristin Stephens, Jeb Stuart, Diana Prieto (ex-officio), Bob Schur (ex-officio), and Lourdes Zavala

Absent: Jim Abraham, Carol Carroll (excused), Sandy Dailey (excused), Dan Kelso (excused), Clint Kranz, Randy Lamb, Veronica Nicholson, Ken Young (excused), and Karl Bendix (excused)

Guest presenters: State Representative Jeni Arndt, House District 53

Other guests: Chelsey Lane (College of Business), Shelly Chaput (College of Business), Pam Jackson (Internal Communications), and Anselma Lopez (VPEA)

1:05 pm – Call-to-Order by CPC Chair, Stacey Baumgarn

Announcements:

- Welcome members and guests – thanks for attending
- *Happy Birthday* this month to: Carol, Dan, Lourdes, Nicole, and Wayne

Guest Speaker:

The Classified Personnel Council is proud to host State Representative Jeni Arndt, House District 53 for today's meeting. Representative Arndt opened her comments stating her belief in the importance of transparency, then proposed to talk a bit about the upcoming legislative session and close by taking members questions

- 2018 will be a very interesting session because it is an election year. This is an extraordinary year because of how many people are running for higher offices, and the large number of open seats / offices this puts in play
- In an election year, there tends to be many process / "feel good" / non-controversial bills, and not a lot of movement on key issues
- TABOR remains an issue complicating the budget process, spending, and taxes collected. More information on TABOR can be found at: <http://www.coloradofiscal.org>
 - Colorado could benefit with changes to TABOR – there is some bipartisan support
 - In the current formula in TABOR, the budget can grow with increase population and inflation, but does not adjust for productivity – which has outpaced population growth. Therefore, the TABOR cap is hit prior to meeting state needs with education, transportation, etc.
 - Likely to be 4-5 years before enough support can be built up to change TABOR
- PERA – a likely very political topic for this coming session
 - 300+ attendees came out for the PERA Tour Community Meeting held at the Hilton Hotel in Fort Collins on Nov 1st; and 100+ attended the 3:00 pm session hosted at CSU by CPC and CSU Human Resources
 - Changes to PERA will require legislative approval and would be introduced as a stand-alone bill, and not (directly) tied to the long bill (budget) – only in so far as there is a fiscal impact

- Rep. Arndt feels that there should be money from the general fund to contribute to PERA, since state employees serve the public of Colorado. This might take the pressure off employers having to cover the 2% increase but, changes to the general fund impact public and higher education, state budgets, etc. because dollars would have to be diverted towards covering the proposed employer PERA contribution
- So far, there are proposals from the PERA Board and from the governor but, until there is a bill we can't say for sure what the potential changes or outcomes will be
- DPA – and changing the annual rating scale from a 1-2-3 to a 5-point scale
 - Last update is that DPA will implement the 5-point scale, following implementation of the new HRIS (HR system) – which had been delayed
 - Looking to 2019 for this change to come through
- Governors Proposed Budget for FY19:
 - Submitted to Joint Budget Committee (JBC) on Nov. 1, 2017, the JBC is a key player in [the budget process](#)
 - Proposed a 3% increase for state classified employee salaries (but, will potential changes to PERA contributions offset this 3% increase?)
 - Rep. Arndt focuses on the high education funding piece (not constitutionally protected, so it faces the most cuts), and K-12 education funding. Medicaid will also receive a great deal of focus this year. Because the Hospital Provider Fee was successfully reclassified last year, everyone is looking at the “extra” money – who might get more, what might be reduced? Funding infrastructure is also a big issue in Colorado, roads, bridges, dams, water supplies... all need significant funding
 - It can be frustrating how processes work at the state level, the budget is a challenge since many proposed changes are not accepted (on party lines)
 - The JBC's budget recommendations are incorporated into the Long Bill, which is typically introduced in late March or early April – Rep. Arndt will help to keep us informed of the introduced Long Bill and its implications for State Classified employees
 - Committee meeting minutes for JBC are online for review and can be accessed through <https://leg.colorado.gov/committees/joint-budget-committee/2017-regular-session>
 - Meeting schedule at http://leg.colorado.gov/sites/default/files/schedule1_89.pdf
- Comments: CPC will try to do a capitol visit in February – a smaller group with a focused visit before the budget gets too set. Then in April, CPC as a larger group can visit
- Rep. Arndt shared that the CSU CPC is well known at the capitol. Applauded our efforts, our involvement, our approach and tactics
- Next fall, a likely ballot proposition: to have an independent commission that does the redistricting after the next census
- CPC members asked Rep. Arndt her perspective on changing our current system of annual leave and sick leave to a system of PTO (paid time off) – would this be a good or bad?
 - It is a double-edged sword – we may actually see decreases in total allowed time off (?). How would we transition to PTO (equitably)? Is there a (morale) benefit to having PTO (employee uses at their own discretion)? But – if we had a system of PTO, we would have to use PTO for FML (?). Consider that any change made by the State would likely be to the State's benefit

Reports / Updates:

- A motion to approve the CPC 10-12-17 Meeting Minutes as presented in the meeting packet was made by Brian, seconded by Jeb – motion carried
- Treasurers Report – Anthony King
 - The only recent transaction was related to the CPC homecoming float
 - The CPC FY18 budget is on track. CPC Committees, please review your budgets to ensure you are spending your money for allocated expenses
- Statewide Liaison Council (SLC); report – Anthony King, CPC’s Representative to SLC
 - The SLC met on Oct. 20th, 2017 – hosted by Front Range Community College, State Senator John Kefalas was the guest speaker
 - The SLC is an important group for communication and collaboration but, how might this group make more of an impact? The SLC sent a letter to the governor this fall, using Stacey’s letter as a template (the template was also used by individual institutions to send letters to the governor). CSU’s CPC is the model for others around the state – we are in a unique and positive position here at CSU. For other groups of state classified employees in higher education around the state, participation is hit or miss and usual lacks the administrative and budgetary support enjoyed by CSU CPC
 - SLC meets quarterly – our participation and support is important
- Diversity Assessment Committee; update – Megan Skeehan
 - This committee builds, promotes, and moves the Campus Climate Survey forward. Looking for two additional state classified members to join in January 2018
 - Jeb pointed out that there are issues with employees feeling that their concerns about pay and affordable housing are not being heard

CPC Committee Reports:

- Communications – Megan Skeehan
 - The December article for *CSU Life* will highlight recent recipients of the CPC Educational Assistance Award and open nominations for the Outstanding Achievement Award – due date for nominations will be updated on the webpage for [CPC Awards & Recognition](#)
 - Expect a December edition of the *CPC Communicator* – “News from CPC” – PERA, awards, etc.
- Employee Recognition – Anthony King (on behalf of Carol Carroll)
 - Everyday Hero nominations – we received two in November and four in October
 - Educational Assistance Award – six applications received, five awarded. Anthony will be delivering checks soon along with Thank-you cards for recipients to fill out and send to the donor
 - Outstanding Achievement Award – meeting on Nov. 14 to determine nomination deadlines, selection process, etc.
 - CPC will work together with APC to promote and advertise awards
- Legislative – Brian Gilbert – no additional / verbal report
- Outreach Events – Kristin Stephens
 - Kristin will send a Doodle poll to schedule the next Outreach Committee meeting. Upcoming Outreach events include two presentations “Why the CPC Matters to You” at:
 - HDS Conference Style Training – Jan. 3rd, 2018 – 10:30-11:45 am
 - University PDI – Jan. 8th, 2018 – 9-10 am

- And, Spring Outreach event planning underway: tours at the new Biology building (?)
- Work Life – Kelly Hixson
 - \$12,000 has been allocated by Lynn Johnson, Vice President for University Operations to establish a [Professional Development Award](#) for AP and SC employees – criteria and application will be on C2C website in the coming week. Applications for the first round of awards will be due January 10. Employees can apply to up to \$2,000. The proposed professional development activity must be related to current position.
 - Megan will add a link to C2C and this award from the CPC website
 - Laura and Kelly will represent CPC to serve on a new committee for this initiative, along with representatives from APC and Bob Schur as ex-officio
 - Jeb led the committee meeting this last month – Emma Chavez reported on the recent mobile food pantry distribution, more people came through the line than previously (over 500 came compared to ~300)
 - Requested we invite Marsha Benedetti to a future CPC meeting for an update on Supervisor Training on campus
 - Colorado WINS – should we invite them to learn more about the group (?)
 - Stacey asked the Work Life Committee to look into the Mobile pet and human health clinic – this truck has set-up near the National Western Center in Denver – and was sponsored by CSU. Could they set-up a visit here on campus in Fort Collins?
- Executive – Stacey Baumgarn
 - A summary report on the findings of the Employee Voice Survey (a 2016 survey created and sent by APC, CPC, and Faculty Council) has been submitted to Dr. Frank, Rick Miranda, Lynn Johnson, and Diana Prieto. The survey asked CSU employees specifically about wages and cost of living. Waiting to meet with Dr. Frank before determining next steps
- Next regular CPC meeting to be held Thursday, Dec. 14th, 2017 – **noon-2 pm**
 - Laura and Nicole volunteered to coordinate this as a December *Holiday* meeting
 - Megan will send a new Outlook meeting appointment – watch for new time and special location

Meeting adjourned – **Thank you** – see you next month